

The Leigh Academy Equality Objectives

The Leigh Academy is located in North West Kent in a diverse social, economic and cultural area.

Students are therefore growing up in an increasingly multicultural society where they are subject to various attitudes towards various groups and certain images portrayed in the media and online.

	Objective	Strategies
1	Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups in the local community.	Through PSHCRE mapping and outcomes. Student feedback in relation to assemblies and series of modular events to celebrate cultural diversity. As an International Baccalaureate World School promoting International Week and IB learner profile qualities of open-minded and caring.
2	To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role.	Outcomes of staff training (Relationships as one of the 5Rs) Lesson observations and learning walks of all lessons and particularly Tutor Time.
3	Provide learning environments that welcoming, safe and respectful of learners from all communities	Displays around the academy, particular within Colleges celebrating cultural diversity and encouraging self-esteem in all students.
4	Actively close gaps in attainment and progress between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.	Tracking of different groups through in year achievement data and outcomes from external examinations. This will be reviewed through the regular modular reviews.
5	Reduce the incidence of the use of homophobic, sexist and racist language by students in the school.	Through staff training to develop strategies and through logging incidents and tracking of internal isolations and Fixed Term Exclusions, use of mediation, mentoring and interventions